MEETING #10 - March 22

At a Regular Meeting (#2) Session of the Madison County Board of Supervisors on March 22, 2016 at 6:00 p.m. in the Madison County **Administration Center Auditorium** located at located at **414 N. Main Street**:

PRESENT: R. Clay Jackson, Chair

Jonathon Weakley, Vice-Chair Robert W. Campbell, Member Kevin McGhee, Member Charlotte Hoffman, Member

Daniel Campbell, County Administrator V. R. Shackelford, III, County Attorney Mary Jane Costello, Interim Finance Director

Jacqueline S. Frye, Deputy Clerk

Agenda:

Call to Order

Pledge of Allegiance & Moment of Silence

1. Determine Presence of a Quorum/Adopt Agenda

Chairman Jackson advised that all members are present; a quorum was established.

Suggested additions to the Agenda:

- > Add to New Business: Central Virginia Regional Jail [Frank Dyer, Supt., Teresa Miller, Finance Director]
- ➤ Add to Information/Correspondence: Madison County Library

Supervisor Weakley moved the Board approve the Agenda as amended, seconded by Supervisor Hoffman. *Ayes: Jackson, Weakley, Campbell, McGhee, Hoffman. Nays: (0).*

2. Public Comment

Chairman Jackson opened the floor for public comment. With no comment being brought forth, the public comment opportunity was closed.

*New Business: Central Virginia Regional Jail: Frank Dyer, Superintendent/Teresa Miller, Finance Director: Frank Dyer, Superintendent, was present and introduced himself to the Board. A summary of highlights of the facility were provided as follows:

- Madison's daily jail inmate population (i.e. 31 [10% of current jail population])
- > Jail recently underwent a recent expansion project
- > Current renovation project will add 200 new beds [will allow the facility to house up to 650 inmates]
- Existing building was designed to house 92 inmates (i.e. kitchen/booking/receiving)
- Facility currently averages 330-350 inmates
- ➤ Booking area designed with 16 cells (increased from 4)
- Kitchen area is now designed to serve 1200 inmates (as opposed to 92 in the past)
- > An additional area is available (at the jail) that can be targeted for expansion to add 150 more beds
- Exploring a GED program/re-entry program (to reduce recidivism) and help inmates after release [modeling DOC Program]

Ms. Miller provided a brief overview of the regional jail's budget that has been approved; highlights focused on the following factors:

- Jail's total budget is \$14,290,245.00
- Document is very transparent (as per the request of the localities)
- Document shows departmental breakdown in various sectors
- > Jail gathered input from departmental supervisors
- Figures provided are forecast out to 2021 (i.e. estimation)
- > Budget prep meetings were held
- > Draft budget meeting was previously held with all County Administrators
- Presentation of the jail's budget was held at the joint meeting
- > Overall increase to the jail's budget is \$1,500,909.00 (11.74% increase)
- Increase is primarily due to an increase in jail employees (due to recent expansion)
- All monies collected (by the jail) was forecasted (i.e. reimbursements, refunds, insurance claims, etc.)
- Total localities' share was \$6,439,493.00

- Total increase to the localities: \$775.741.00
- ➤ Madison's overall increase: \$72.693.00
- Funding for the localities is calculated based on an allocation formula (i.e. last three (3) fiscal years of the inmate population for all participating jurisdictions)
- Comp Board approved 61 new positions for the jail (will provide about \$2,000,000 in additional revenue)
- > The jail will be budgeting 156 positions [114 of those positions will be funded with revenue attained from the State]
- > Decrease in federal revenue (\$165,000) due to federal inmate population decreasing (i.e. result of prosecution, probation)
- > Contract (with the federal system) is up for discussion in January (Superintendent is looking into other avenues to attain revenue)
- > Jail will utilize \$1,700,000 in fund balance to help defray some of costs to the participating jurisdictions
- ➤ Jail did a 3%-5% increase in operational costs (i.e. utilities)
- > Difficult to predict insurance costs of the new expansion (i.e. estimates based on square footage)

In closing, she noted that with due diligence, the jail strongly assessed the proposed budget focused on needs vs. wants; all comments made by participating jurisdictions last year was considered; the jail realizes that funding from the jurisdictions is comprised of taxpayer dollars and the need to be 'good stewards' of those funds. It was also noted that the Superintendent met with all departmental supervisors to discuss ideas pertaining to the five-year expansion (i.e. costs) and with representatives from Robinson, Farmer, Cox Associates to address concerns (from the jail's standpoint) – numbers were then provided (from the auditors); the five years plan is a good working document for jurisdictions and the jail, but does contain 'estimates', as there is always the potential for change. In closing, it was advised that the plan format is a forecast of what it will cost the localities to operate the facility in the future (through 2021).

3. Constitutional Officers:

a. *Sheriff's Office:* Erik Weaver, Sheriff, was present and noted that three (3) of the four (4) vehicles ordered for use by law enforcement use are now ready; the 4th vehicle will be ready in April.

Supervisor Weakley referred to an article published by the Sheriff to encourage motorist to utilize extra safety when dealing with school bus traffic.

- 4. County Departments: None
- 5. Independent Committee/Organizations: None
- 6. Committee Reports: None

7. Financial Reports:

a. Claims for March 2016/FY2016

\$298,662.99 (March 18'2016)

\$ 19,603.82 (March 22'2016)

\$318,266.81 (Total)

Mary Jane Costello, Interim Finance Director, was present and advised there were two (2) sets of claims; there were also sixe (6) quarterly payments made to outside agencies (about \$231,000 [health department, juvenile center, jail, etc.].

Questions on the following claims:

- Physio Control
- Nighthawk
- ➤ RE Lee & Sons
- ➤ REC (service cost for scale house is lower than costs for the tipping area)

Ms. Costello: Noted that:

> Fees for Physio Control is cost (per maintenance agreement) for EMS equipment

The County Administrator advised that:

- Fees for Nighthawk, Inc. is for the installation of eight (8) cameras and wiring in the admin building
- Payment to RE Lee & Sons was delayed to the recent installation of snow guards to the satisfaction of the County; communication was made with the president of the company regarding the matter; appropriation has now been made to release the remaining payments and was also a portion of the retainage amount for the project.

Ms. Costello noted that:

There are two (2) bills for the landfill

The County Administrator noted that:

> The scale house does have power

> Could be some lighting inside the transfer station floor area (in case lighting is needed in the area after hours)

Supervisor Weakley moved the Board approve Claims for March 2016 totaling \$318,266.81, seconded by Supervisor Hoffman. *Ayes: Jackson, Weakley, Campbell, McGhee, Hoffman. Nays: (0).*

b. Supplemental Appropriations:

Commonwealth Attorney: \$ 81.18 (Office Furniture)
Sheriff's Office: \$2,144.00 (p/t Deputies – BRNTF)

Supervisor Weakley moved the Board approve the supplemental appropriations for the Sheriff's Department (\$2,144.00) and the Commonwealth Attorney (\$81.18) as presented, seconded by Supervisor Campbell. *Ayes: Jackson, Weakley, Campbell, McGhee, Hoffman. Nays: (0).*

8. Minutes: #9

Amendments were implemented, per the request of Supervisor McGhee (via email).

Supervisor McGhee moved the Board approve Minutes #9 as amended, seconded by Supervisor Weakley.

Discussion:

Supervisor Weakley noted that an additional correction is needed on page 4 (i.e. should be '.81'cents instead of '.71' cents).

Supervisor McGhee amended his motion to approve Minutes #9 to include an additional amendment, seconded by Supervisor Weakley. *Ayes: Jackson, Weakley, Campbell, McGhee, Hoffman. Nays: (0).*

9. Old Business:

a. Revenue for Zoning Department: Betty Grayson, Zoning Administrator, was present to provide input on concerns verbalized (during the March 8th meeting) regarding revenue received by the Zoning Office; she noted that forms utilized by her office are done on a 'calendar year' [January 1 to December 1] as opposed to 'fiscal year' [July 1 to June 30] as utilized by the Treasurer's Office through the RDA software system. To date, her office has collected \$26,881.25 in revenue through February 29, 2016 and that all figures do match the overall report for both aforementioned offices. In closing, she noted that her office isn't on the RDA software system due to previous funding shortfalls, and advised that her office uses a format developed by the Finance Department under the directive of a prior Administrator.

Ms. Grayson further reported that the current fee schedule utilized by her office was based on (as per direction of a prior Board) a comparison of fees in surrounding localities and was adopted in July 2008. She questioned whether the Board would like to adjust the current fee schedule; also noted that based on the requirements in the subdivision ordinance, the applicant is required to submit seventeen (17) copies – site plan requires that twelve (12) copies be submitted or whatever is sufficient. She noted that on most occasions, the intention is to try to make enough copies to be shared between two (2) commission members at a time; however, should the Board desire that copies not be made, this can be accomplished.

Concerns from the Board:

- Whether the County has the ability to scan larger documents into .PDF format
- > That the applicant(s) would rather provide .PDF documents instead of paper copies
- That uniformity be maintained (between the Commission and Board)
- ➤ Which County departments are utilizing RDA software

Additional concerns focused on:

- ➤ Whether the Board should request the Planning Commission to assess the current zoning fee schedule
- > The fact that all County departments should be utilizing the same software package and applicable reporting formats
- > Whether the revenue received (through Zoning) warrants the need for two (2) full-time employees

The County Administrator noted that RDA could more than likely develop a module for use by the zoning and building offices.

After discussion, it was the consensus of the Board to request the County Administrator contact RDA to see if uniformity can be attained throughout the County (fiscal year reporting as opposed to year-to-date), and to research the cost to accomplish this task.

Chairman Jackson questioned whether it would be the desire of the Board to request the planning commission to take a poll to assess whether the zoning fees could be reduced pertaining to associated costs for applicants, and to provide recommendations at the next joint meeting.

Discussion:

Supervisor Campbell noted that, in his opinion:

- The commission and zoning office are 'one unit' and function one with the other
- Anything pertaining to zoning fees should be assessed and determined by the commission.
- > Although there have been problems in the past, the Board and Planning Commission are now working well together

Supervisor Weakley noted that:

- The fee structure is something that can be discussed in the future
- Main concern is the fees being charged to the applicants for copies
- A poll could be taken (i.e. regarding the desire for .PDF vs. hard copies)
- A review of the ordinance be done
- The Planning Commission will soon be working on the comprehensive plan

Ms. Grayson noted that the zoning fee schedule has always been revised/approved as per the Board's direction.

Chairman Jackson advised that the commission is in the process of actively reviewing local ordinances.

It was also questioned as to whether the Board should direct the County Administrator to attain fee information from other localities.

The County Attorney was present and stated that in some cases, the planning commission makes recommendations to the Board; however, the Board has normally established fees by resolution, to allow to change without having to change an entire ordinance. In closing, he noted that the governing body can act:

- By ordinance, or
- By resolution

In his opinion, the existing fees were established by resolution, which he feels would be the most appropriate way; however, either manner in which a change is applied, it will be an action of the Board based upon recommendations by the Planning Commission.

After discussion, it was the consensus of the Board to:

- Research the cost of moving all departments to fiscal year reports (in RDA)
- > Request the planning commission to take a poll to identify whether to continue with hard copies or digitized documents
- Assess whom to task with taking a preliminary look at the zoning fee schedule
- Request the Planning Commission to assess the existing zoning fee schedule

b. Committee Vacancy (Skyline CAP): The County Administrator advised there have been no applications received for the existing vacancy.

Supervisor Weakley noted that discussions have been made with the Director of the Skyline CAP Board and with citizens; he urged anyone willing to serve to please attain an application and committee information from the Thrift Road Office or to please contact the Skyline CAP Director for specifics about the organizations' goals/mission.

c. Germanna Community College Board Applicants: Chairman Jackson noted that two (2) applications have been received; he suggested the Board schedule interviews ([n fifteen (15) minute increments] at 3:30 p.m. on April 12, 2016.

After discussion, it was the consensus of the Board to contact the interested applicants to schedule interviews beginning at 3:30 p.m. on April 12^{th} .

d. Shooting Range Special Use Permit Application: Erik Weaver, Sheriff, provided a memorandum regarding amendments to the special use permit for the shooting range; a copy of the suggested amendments were provided to the Board for review/consideration. The existing requirements call for all neighbors (within 3,000' of the site) to be sent a letter of notification of dates the site will be in use, which he requested not be continued. In closing, he suggested that all citizen concerns should be addressed by his office and not the County.

The County Administrator noted that he has reviewed the modifications being presented for consideration. The request will call for a formal application to be submitted (to the Planning Commission) by April 4th; the County will be considered as 'the applicant'; the fee will be \$500.00, which he requested not be paid from the Sheriff's department. In closing, he noted that the County can elect to waive or pay the fee (as a pass-through).

The County Administrator noted that the request to streamline the process will call for the Sheriff to be the managing party that will be in charge of meeting personally with any citizens that wish to verbalize any concerns and/or complaints about the range or its

use. In closing, it was noted that signage will continue to be posted at the transfer station to notify the public of upcoming dates of use.

Chairman Jackson noted that the Board will need to:

- > Authorize the County Administrator to proceed with the application request with the planning commission, and
- Elect whether to pay or waive the application fee

Supervisor Campbell moved that the Board authorize the County Administrator proceed with the application request and that the Board waive the \$500.00 application fee, seconded by Supervisor McGhee. *Ayes: Jackson, Weakley, Campbell, McGhee, Hoffman. Nays:* (0).

10. New Business:

- a. *Planning Commission Membership Carty Yowell:* Carty Yowell, Commission Chair, was present to discuss specifics concerning:
 - ✓ The Commissions' bylaws (that calls for 'twelve (12) members)
 - ✓ Appointment of commission members and Board liaison

As a result of the recent passing of a commission member, he questioned whether the Board would like continue with the existing appointment of a liaison and not a member, and to consider the commission changing its bylaws to read 'eleven (11) members or more' instead of 'twelve (12) members or more.' As per discussion with the commission, the majority desired to return to having eleven (11) members instead of twelve (12).

Comments from the Board:

- Supervisor Campbell: Suggested that Chairman Jackson be noted as the additional commission member as opposed to the Board liaison.
- Chairman Jackson: Advised that based on past discussions, the commission would rather the Board appointee be noted as a 'liaison' than a 'member', and have also focused on reducing the size of the commission. In closing, he noted that the commission's suggestions (to change the existing bylaws) is acceptable, and that he plans to continue attending the meetings. He also advised that there should always be a Board member appointed 'officially or non-officially.

Supervisor McGhee moved that the Board ask the Planning Commission to review the existing bylaws as best suits them, seconded by Supervisor Campbell. Ayes; Jackson, Weakley, Campbell, McGhee, Hoffman. Nays: (0).

b. Town of Madison – Resolution for Music on the Lawn: The County Administrator provided a request from the Town of Madison for a contribution (by resolution) from the TOT fund for \$3,500.00 to help fund the "Music on the Lawn" concert series; the request will be applicable to FY2016-2017 and there is no contribution of this type noted within the budget draft. He noted that changes could be made, should the Board desire. Today's request has also been shared with Tracey Gardner, Director of Tourism, and has been relayed onto the TOT Committee. Concerns are being raised as to whether the request will bring in tourism opportunities or if this is a service for entertainment value to local citizens. In closing, he noted that the TOT Committee would like to have some input on his request.

Comments from the Board:

- > Supervisor Campbell: Verbalized opposition to the Board having anything to do with the TOT Fund; based on state code, the TOT Committee is charged with handling a portion of these funds and not the Board, which would be counterproductive; feels this request should be passed onto the TOT Committee, and that the Board should following their recommendations on today's request.
- Supervisor Weakley: Concurred with aforementioned comments and questioned as to why the Town has requested to utilize TOT funding. Although the concert series is a great local service, it may not fall in line with requirements for usage of the TOT funding.
- > Supervisor McGhee and Supervisor Hoffman also concurred with aforementioned comments raised.
- Chairman Jackson: Suggested the Board advise the Town of Madison to refer their request onto the TOT Committee for review and consideration.

After discussion, it was the consensus of the Board to request Ms. Knighting and Ms. Ayers to refer the Town's request to use TOT funding onto the TOT Committee for discussion/consideration, and to advise the Board if further concerns arise.

c. *Town Hall Meeting Agenda:* Chairman Jackson questioned if any members have concerns about the proposed agenda; he suggested that Mr. John Quinley be allowed to 'run the show' in an informal manner.

After discussion, it was noted that Mr. Quinley will do things in a proper manner and will offer the citizens the ability to verbalize any concerns they may have. It was also suggested that the Board be 'flexible' with time constraints.

Chairman Jackson invited the public to attend the town hall meeting scheduled for Thursday, March $24^{\rm th}$ beginning at 6:00 p.m. in the auditorium.

Supervisor Campbell stressed the fact that the town hall meeting is a time for the citizens to express any concerns they have; he also thanked Gracie Brooks, Reporter, for her assistance with publicizing Board meetings for the public.

d. **Public Hearing(s) County Budget & Tax Rates – April 5th:** The County Administrator advised that the budget synopsis will be published in this week's edition of the Madison Eagle and on the County's website. The public hearing on the FY2017 budget will be scheduled on April 5th at 7:00 p.m.; the public hearing to adopt the tax rates will be scheduled at 7:00 p.m. on April 12th.

The County Attorney noted that no tax increases have been advertised; however, if the Board desires to raise taxes after the budget public hearing, the rates will need to be re-advertised. In closing, he noted that due to time constraints for mailing out June tax bills, the Treasurer needs to have all applicable information in place.

Chairman Jackson noted that the FY2017 budget process has gone very smoothly for all parties involved. He also noted that taxes will not be raised and that the County has been able to provide funding allocations for several entities.

Supervisor Campbell advised that he plans to support the FY2017 budget because of the smooth manner in which the Board has been able to fully discuss every department in detail. He also thanked the County Administrator and Interim Finance Director for all their effort and assistance during the budgetary process.

e. *Review of Healthcare for County Administrator:* Chairman Jackson noted that during the hiring of the current County Administrator, it was verbally agreed (through the former Chair), that the County would cover a percentage of the Administrator's healthcare (i.e. three/fourths). Furthermore, he feels the County Administrator is a valuable asset to the County, and in moving forward with the agreement, the County will fulfill its commitment.

Supervisor Campbell noted the aforementioned request was to be implemented in October 2015, but wasn't fulfilled; therefore, it has been agreed (by the Board) that the plan will be effective July 1, 2016. In closing, he thanked the County Administrator for his patience on this matter.

Supervisor Weakley advised that today's action is an honorable commitment on part of the Board, as the Board desires to take care of the County Administrator and make his family feel welcome here. In closing, he verbalized appreciation of the impact the Administrator has made on the County overall.

Supervisor Hoffman advised that the County Administrator is deserving, and feels that today's initiative is in line with his compensation.

The County Attorney advised that an amendment to the County Administrator's employment agreement has been initiated; a finalized document will be available for the Board at the next regular meeting.

Chairman Jackson suggested the Board move to "Information/Correspondence" and then proceed with public comment

13. Information/Correspondence

a. <u>Madison County Library:</u> Chairman Jackson noted that it's the intent of the County to work with the local library, which is an asset to the community. In regards to comments that "the Board isn't fulfilling its commitment to the library", he noted that contact has been made with the State Library of Virginia. He also noted that the County has initiated a five-year plan (to conclude in 2020) for the library in order to get the County on track with funding allocations that will call for incremental increases over the aforementioned period of time. Based on emails received in the past few days, the County's funding calculations appear to be fair. He also noted that the County provides a great amount of funding to the local library, and stressed the fact that 'the library will not be closing." In closing, he advised that the Board is charged to watch taxpayer funding, and stressed the fact that funding isn't just handed out', but requires justification from all entities that ask for funding. The Board is firm and fair with numbers. At this time, discussions are ongoing with the library (additional meeting will be held later this week); however, the county is currently fulfilling its requirement and until additional documentation is provided, the County's allocation will remain as is.

Comments from the Board:

Supervisor Campbell advised an unwillingness to be intimidated and doesn't approve of untrue social media posts; the Board met with the library representatives in a good faith effort. In his opinion, he felt that the library representatives were prepared when they approached the Board to request additional funding, and weren't fully prepared to answer questions

- presented by the Board. He also noted there were a number of years during which time increased funding wasn't requested, and why this was the case until within the last few years. In closing, he advised that the County has initiated a plan to project funding increases through 2020.
- Supervisor Hoffman advised that she has met with Ms. Utz, Librarian, and Steve Wagner, of the Board of Directors. Upon questioning, they advised they had initiated the social media campaign in an effort to make citizens aware that the County wasn't providing the funding the library was seeking, and further noted that it was Channel 29 News that contacted them to request their participation in an interview session. In her opinion, she feels the aforementioned technique was a 'scare tactic' that has caused several citizens to email and call with concerns that the library will be closing as a result of the County not providing funding, which isn't the case. She further advised that Mr. Wagner advised that 'the library needs more money from the Board', to which she asked 'whose taxes do you want to raise for that?' to which Mr. Wagner advised that the County 'should raise taxes and stop being heroes.' In closing, she noted that the aforementioned attitude doesn't work well with the Board, and feels that the County has allocated sufficient funding. The library representatives were also advised that they may need to 'dig into some of their funding,' which they do have in place.
- Supervisor Weakley advised, that in his opinion, a social media campaign is one thing and that information provided to the citizens was misinforming, and that the local news was provided inaccurate information. He proceed to read a document provided by Ms. Carol Adams from the Library of Virginia that was written based on the information she was provided by the County Administrator that outlined the County's funding plan for the local library.

"Based on the information in your email, I would agree that you are making significant progress toward meeting the fifty percent of the median; just to clarify, the \$1,909.00 reduction in the estimated state aide grant for FY2017 is a result of a decrease in local expenditures in FY2014, not due to County's not putting up the money; this is based on the state aide formula and is not related to the requirements which must be met in order to receive grant aide. In closing, the recent increases in local support will result in an increase in state aid in the future. Please let me know if you have further questions...."

In closing, he advised that the information being read is factual from the State, and that the County is funding a lot of public service and departments; please let the facts speak for themselves.

- Supervisor McGhee also referred to the email and urged the County to ensure that everyone has all the information they desire about the issue. He expressed gratitude that the County has gotten to the bottom of the matter, and feels that things will be good from this point forward based on comments received from the Library of Virginia.
- > Chairman Jackson advised it's the County's desire to continue working with the library it's a valuable asset and he'd like to see it continue to improve.

11. Public Comment

Chairman Jackson opened the floor for public comment.

The following citizen(s) provided comment(s):

Eleanor Montgomery: Complimented the Board on the manner in which meetings have been conducted in 2016; feels the Board is getting along well and that much is being accomplished; also feels the Interim Finance Director and County Administrator are phenomenal; also expressed gratitude that something is being done regarding the Sheriff overseeing the shooting range.

With no further comments brought forth, Chairman Jackson closed the public comment opportunity.

Supervisor Campbell noted that if citizens want to see a change in local government, they need to get involved in order to bring about change.

Chairman Jackson also provided a brief overview of the format for the town hall meeting.

12. Closed Session (if needed)

Item #13 was discussed after Item 10-d

14. Adjournment: With no further action being required by the Board, on motion of Supervisor Campbell, seconded by Supervisor Hoffman, Chairman adjourned the meeting. *Ayes: Jackson, Weakley, Campbell, McGhee, Hoffman. Nays: (0).*

R. Clay Jackson, Chairman Madison County Board of Supervisors Clerk of the Board of Madison County Board Supervisors

Adopted on: April 12, 2016

Copies: Board of Supervisors, County Attorney & Constitutional Officers



Agenda Regular Meeting (#2) Madison County Board of Supervisors Tuesday, March 22, 2016 at 6:00 p.m. Madison County Administration Center Auditorium 414 N. Main Street Madison, VA 22727



Agenda Items

Call to Order

Pledge of Allegiance & Moment of Silence

- . Determine Presence of a Quorum / Adopt agenda
- 2. Public Comment

*New Business: Central Virginia Regional Jail

- 3. Constitutional Officers
- 4. County Departments
- 5. Independent Committee/Organizations
- 6. Committee Reports
- 7. Finance
 - a. Claims for March 2016/FY2016
 - b. Supplemental Appropriations
- 8. Minutes:
 - a. #9
- 9. Old Business:
 - a. Revenue for Zoning Department
 - b. Committee Vacancy (Skyline CAP)
 - c. Germanna Community College Board Applicants
 - d. Shooting Range Special Use Permit Application

10. New Business:

- a. Planning Commission Membership Carty Yowell
- b. Town of Madison Resolution for Music on the Lawn
- c. Town Hall Meeting Agenda
- d. Public Hearing(s) County Budget & Tax Rates April 5th

- e. Review of Healthcare for County Administrator
- 13. Information/Correspondence
 a. Madison County Library

 - 11. Public Comment
 - 12. Closed Session (if needed)
 - 13. Information/Correspondence (if any)
 14. Adjournment

*AMENDMENT(S)/ADDITIONS DENOTED IN ROYAL BLUE WITH YELLOW HIGHLIGHT"